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"AN INJURY TO ONE IS AN INJURY TO ALL"

UCAPAWA News

UNITED CANNERY, AGRICULTURAL, PACKING AND ALLIED WORKERS OF AMERICA — CIO

Vol. III, No. 19 — November 15, 1943 — 68 — Price 5 Cents

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Unity For Victory Over the Axis Highlights 6th CIO Convention

Philadelphia, Pa.—"Join the Union and win the war!" President Philip Murray told the unorganized workers of America from the platform of the Sixth Constitutional Convention of the CIO. That slogan, expressing the essence of the fighting program adopted by the Convention meeting here from November 1 through the 5th, was greeted by resounding applause of the 600 assembled delegates.

In the big Bellevue-Stratford ballroom, decorated with colorful flags of the United Nations and immense photographs of President Roosevelt and President Murray, the delegates of the 5,500,000 CIO members back home demonstrated the greatest unity ever achieved by American organized labor.

NEW WAGE POLICY

Reaffirming the no-strike pledge which the CIO adopted at the outset of the war, the Convention pledged to fight for necessary wage adjustments, vigorous price control, over-all rationing and a firm taxation policy. It rejected the Little Steel Formula, "which particularly in view of the rise in the cost of living and the added burdens on the workers, is no longer in accord with reality."

SECOND FRONT

The Convention also demanded a "decisive, full-scale invasion of Europe" and emphasized the CIO win-the-war program with declarations in favor of labor representation for the coming world labor conference called by the British Trades Union Congress and hailed the "inspiring decisions of the historic Moscow Conference."

Reporting to the Convention on his recent nationwide tour as chairman of the CIO Political Action Committee, Pres. Sidney Hillman of the Amalgamated Clothing Workers told the delegates that the rank and file members of the CIO, as well as the AFL and railroad and independent unions are ready and anxious for united political action. The Convention unanimously adopted the resolution calling for united political action of labor in the communities.

ORGANIZING

CIO Vice-President Alan Haywood, speaking on the resolution on Organizing, later adopted unanimously, told the delegates: "Last year the CIO organized one million workers; we want to make this coming year a two-million year." Speaking on the same resolution, President Murray warned the Convention that "every representative of our Union must constantly be aware of organizing the unorganized. You either organize or you lose the fight," he said.

The resolution on Post-War Planning commended the work of the CIO Post-War Planning Committee and outlined a program for social security after the war.

FDR GREETING

Vigorous applause greeted the message of President Roosevelt soliciting labor's support in the war effort. Warning that new sacrifices must be expected in the very near future, the President told the CIO that the effort of American workers "has been splendid, and the skill, speed and capacity for cooperation have made an industrial output which has never been equalled before."

One of the biggest demonstra-

(Continued on Page 4, Col. 1)

Philadelphia, Pa.—UCAPAWA's representatives at the Sixth Convention of the CIO get together for a chat during intermission time. Reading from left to right, they are: Int. Vice-Pres. Lewis Bentzley; Int. Rep. Carmen Parente; Int. Secy.-Treas. Harold Lane; Herbert Kling, Treas. Local 80; Pres. Donald Henderson; and Leg. Dir. Elizabeth Sasuly.

Brothers Parente and Kling were pinch-hitting at the Convention for two of UCAPAWA's regular delegates who were called off on urgent duty in the field: Exec. Vice-Pres. Conrad Espe missed the Convention for an important job in the campaign in Winston Salem; and Int. Vice-Pres. Armando Valdes left Philadelphia to rush into Wheeling, W. Va., to push a good contract for Local 352.

Union Wins Demands At Gerber's

Fremont, Mich.—A year-long attempt by Local 30 to reach an agreement with the Gerber's Baby Foods Company was successfully concluded on October 21, when the Regional War Labor Board issued a directive order in favor of the Union's chief demands.

The Union's requests for maintenance of membership, check-off, and a sharp reduction in seniority requirements were granted, reported Int. Vice-Pres. Robert Clark, hailing the directive as "a great triumph for UCAPAWA and all the workers of Gerber's."

Negotiations had been conducted by the Union since November 1942, upon the expiration of the old con- [illegible] finally was certified to the Regional WLB.

BIG VICTORIES

The Board decision declared:

1. All Gerber employees working 800 or more hours within 26 consecutive weeks shall be granted seniority rights.

2. There shall be a maintenance of membership, with the standard 15-day clause and limited to members of the Union within the bargaining unit.

3. A voluntary check-off system shall be provided.

Previously, in sharp contrast to the new ruling, seniority rights were granted only to those male employees who worked 1,800 hours within 46 or more calendar weeks, and women employees who were employed 1,600 hours in 43 or more weeks.

Of 2,700 employees last year, only some 600 worked as much as 20 weeks during the year, the

(Continued on Page 8, Col. 1)

Union Clears The Decks For Reynolds Election

By Connie Anderson, Editor

Winston-Salem, N. C., Nov. 8—A delaying action is being fought by the Company Union group—the "lost battalion"—in a desperate effort to ward off their final defeat by the CIO at the R. J. Reynolds election, involving 12,000 workers.

Their ace card—resort to the courts for an injunction against the NLRB on the election scheduled for November 11 and 12, on the plea that the so-called Employees Association should have a place on the ballot—was trumped by the CIO on November 6, when UCAPAWA's Tobacco Workers Organizing Committee requested the NLRB to put the Association's name on the ballot. UCAPAWA took this action "to speedily settle the question of a collective bargaining agency" and to "avoid any further delay" in the election.

BARES CO. GAME

This swift stroke laid completely bare the game of the Company Union Association. Their lawyer, one John J. Engle, indignantly denounced the move, making it plain that the Association actually did not want to be on the ballot.

The NLRB today okayed the placing of both CIO and the Employees Association on the ballot.

The CIO action was taken after thorough discussion with the Shop Stewards and Committeemen, who unanimously and enthusiastically agreed to the move as the best

(Continued on Page 3, Col. 1)

Bulletin:

Reynolds Election Date is Postponed

Winston-Salem, N. C., Nov. 10—The federal district court here issued an injunction preventing the NLRB from holding an election at Reynolds on November 11 and 12, as scheduled. Although the Board contended this court has no jurisdiction in the case, the Board immediately set a new election date for November 18 and 19.

The "Employees Association" had asked the court for a six-months' postponement, thereby again exposing that their sole purpose is to run interference for the Company.

The Tobacco Workers Organizing Committee at Reynolds reports that "our membership is solid and growing daily. They are laughing at the antics of the Company-Union outfit."

Union Security Granted In First Citrus Contract

Orlando, Fla.—Local 4 scored a major victory at the Chester C. Fosgate Company, winning a favorable decision from the Regional War Labor Board on October 28. The Board approved almost every point in the Union's contract, which is the first CIO contract in the Florida citrus industry. Fosgate's the largest grower-shipper in the Orlando area.

Significant gains in the contract, which extends to December 1, 1944, are the maintenance of membership clause and a voluntary, irrevocable check-off.

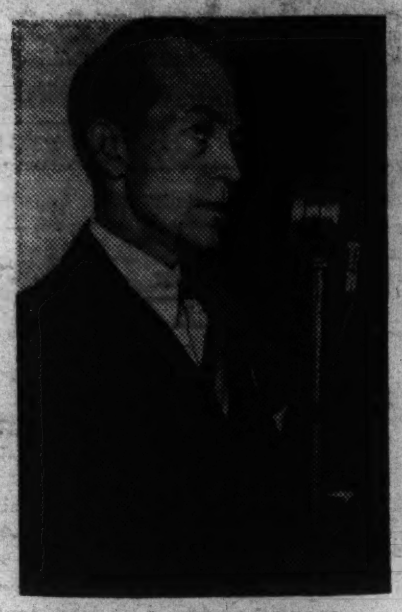
The Board approved the Panel's recommendations relating to terms of employment, seniority, grievance machinery and arbitration, conditions of work, safety and health, and vacations. It deferred action on the Panel's recommendation of a 50c minimum basic rate of pay, "pending consideration of the master application for the Florida citrus industry."

Covering only grove labor, pickers and employees of the marmalade and fertilizer plants, the Board order specifcially excludes packing shed workers who are now employed by the Fosgate Growers Cooperative. This action, however, the Board points out, "is to be without prejudice to the right of the Union to urge that it is the collective bargaining agent for the employees of the Cooperative and without prejudice to this Board subsequently applying all or part of this Order to the Cooperative."

Facing Our Problems

HOW FOOD WILL WIN THE WAR

THE Food Production Resolution, *adopted unanimously at the* Sixth Convention *of the* CIO, *calls for a national food policy aimed at increasing the supply of food for military, civilian and allied needs.*



DONALD HENDERSON

"The farmers must be given security in increasing their food output, so that extra risks and costs are absorbed without being passed on the consumers," the resolution states. "This must be done through a system of subsidies to the farmers to assure increased income to them for increased production of necessary crops."

The resolution further calls for representation of farmers and workers on the food policy agencies of the U. S. government.

The following remarks were made by President Donald Henderson, *speaking in support of the resolution on the Convention floor:*

THE question of adequate food production and a system of subsidies to insure the consumer against constantly rising costs, is a vital element in our war economy.

At our CIO Executive Board meeting in Cleveland, on May 15, we were faced with a very difficult situation. Through the maneuvers of John L. Lewis, a coal strike was spreading throughout the country, and there was a threat deliberately calculated by Mr. Lewis of a mass wave of strikes that would seriously interfere with the war effort.

NO STABILIZATION YET

At that Cleveland meeting, the CIO took the position that labor had been given a raw deal, in that the President's seven-point program had not been put into effect. There had been no stabilization of food prices and the cost of living at the September 15, 1942, level, such as had been promised. There had been no adequate system of food production, price control and rationing, such as had been promised in the President's seven-point program.

You will recall that in spite of the provocative situation, both on the part of the failures of certain administration agencies to meet the crisis, and on the part of John L. Lewis's attempt to use the situation to create a mass-strike situation in the United States, the CIO stood firmly in back of a win-the-war program.

CIO KEPT NO-STRIKE PLEDGE

We stood firmly in back of our no-strike pledge. Instead of yielding to the defeatist provocations, we worked out a program whereby food prices were to be rolled back to the levels promised by the President. We called for a food subsidy program, whereby adequate food could be produced, the farmers getting a fair price that would enable them to supply such food as needed, and the consumers and labor protected through an adequate price-control system.

INSUFFICIENT PROGRESS

The CIO had worked diligently for this program. But unfortunately, because of the actions of various government agencies, especially the War Food Administration and the Congress of the United States, insufficient progress and inadequate keeping of promises had been the result.

The significant National Wage Policy Resolution adopted by this convention is inseverably linked to the question of food production. Our organization must continue to see to it that an adequate program of production subsidies and distribution subsidies be adopted by Congress and the Administration. We must see to it that there be a rollback in the cost of living to the September 15, 1942, level.

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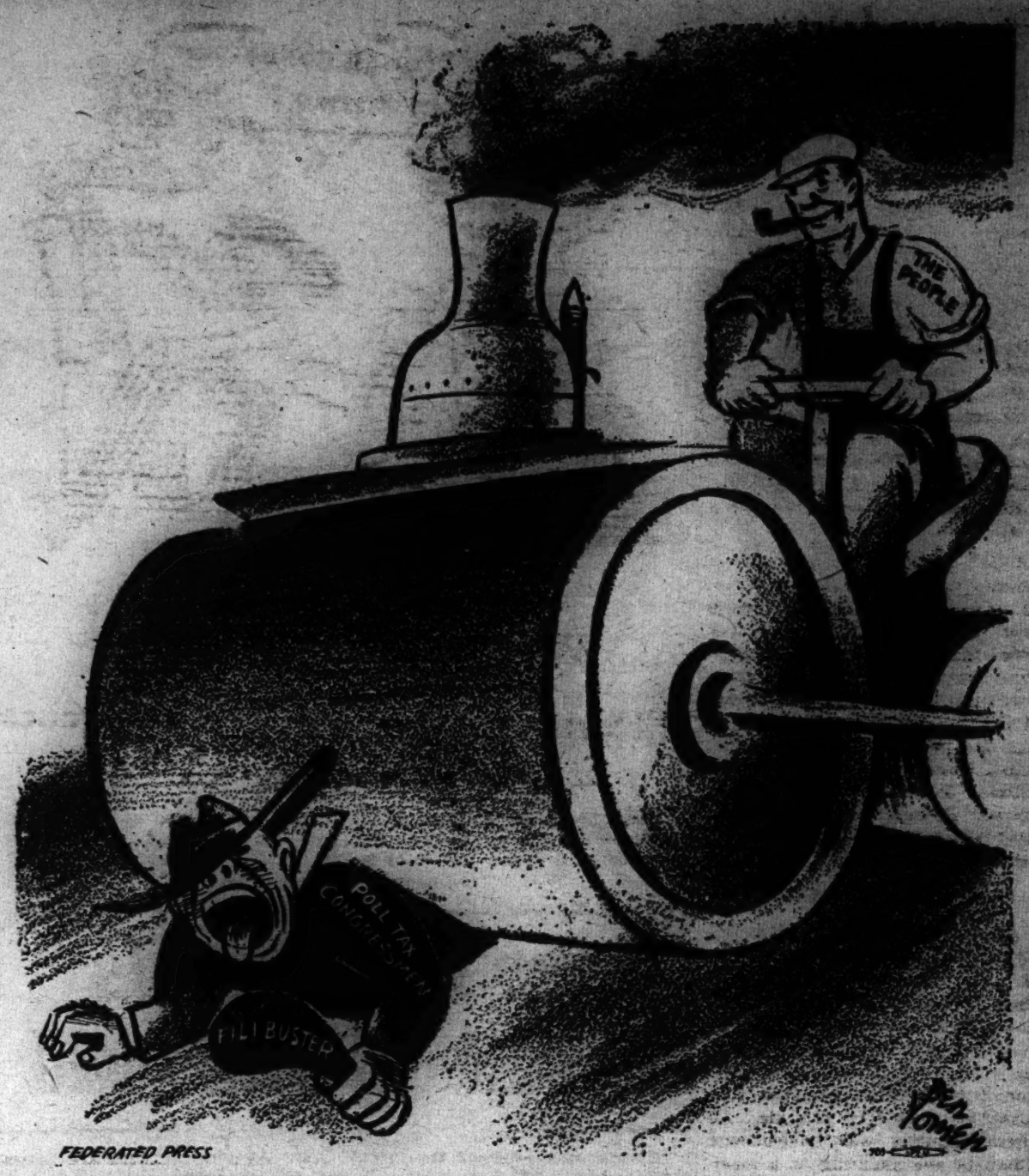
Mow 'Em Down!



GUIDE TO POLITICAL ACTION

By ELIZABETH SASULY

Legislative Research Director

Elections Are Over, But The Job's Not Done

THE 1943 elections are over but they are not finished with. They are not finished with because all over the country, except for a few bright spots, men who do not even pretend to have the real interests of America at heart were elected to office. That means that all of the hard shell labor baiters who are ready to use the war as an excuse to smash unions and cut living standards will be cockier than ever because they consider the elections a defeat not only of labor but of the War Government as well.

We have got to admit to ourselves that men who don't know the first thing about winning the war have been elected and we have got to admit that this happened because the men and women of the labor unions did not pay enough attention to organizing for political action.

NOT MUCH CHOICE

Of course in a lot of places there didn't seem to be much to choose between the Republicans and the Democrats because the candidates kept pretty quiet about saying just exactly how they felt about such things as subsidies to keep prices down and prevent inflation, or a workable war tax program. Where the candidates did talk up, as in Cleveland, the Democratic Mayor, Lausche, was re-elected by one of the biggest votes ever given in that city. But in most places, the candidates found it easy to make speeches about unimportant things, if they were Democrats, or to blame the Administration for the evils perpetrated by the poll-tax Democrats and reactionary Republicans.

And the candidates got away with it because the labor unions did not have functioning, active Political Action Committees which kept prodding the candidates to declare themselves.

That is one of the things a Political Action Committee must do. But besides getting politicians to commit themselves on where they stand, the Local Committee has to do all it can to see that a good win-the-war candidate is nominated, that the people both in and out of the Local GET OUT TO VOTE, and that the elected official is constantly reminded not only of his campaign promises but of the Union's stand on whatever new issues come up.

WHAT HAVE YOU DONE?

If you are bemoaning the fact that a labor hating isolationist was elected to office in your town or state, stop and ask these questions:

Does your Local have an active Political Action Committee?

Does the Committee keep calling, by visit or by letter, on your legislators to let them know what the Union thinks?

Does the Committee see to it that the voters, both in and out of the Local, are kept informed of what is going on?

Did the Committee investigate the candidates and take a stand for one of them and then try to get that one elected?

DID THE COMMITTEE DO THE FINAL JOB WITHOUT WHICH THE OTHERS DON'T COUNT—DID YOU GET THE MEMBERS OF YOUR LOCAL REGISTERED TO VOTE AND OUT TO THE POLLS TO CAST THEIR BALLOTS?

AND NOW—THAT THE 1943 ELECTIONS ARE OVER—

Is the Committee considering how to get the best out of whoever was elected?

MOST IMPORTANT OF ALL: ARE YOU GETTING READY FOR NEXT YEAR'S ELECTION? The elections went the wrong way mostly because the Unions did not get on the job early enough and hard enough.

It is a hundred times more important that the Unions do so for the next elections when Senators and Congressmen and the next President of the United States will be chosen. The Hillman Committee of the CIO has made a splendid beginning in its work to elect men who will fight for the speedy winning of the war and see to it that the peace and post-war reconstruction are based on the principles for which our boys and the boys of the rest of the United Nations are fighting.

LOCAL ACTION

But this great political action campaign of the CO will depend on the locals of our Union, together with all others, putting our political action committees to work right now. We will be failing ourselves and the rest of the people if we do not put all of our organized strength into the campaign to elect true representatives of the people next year.

Our Union has taken a no-strike pledge because we know that winning the war is the biggest bread and butter and life and death question today. But just as striking helps Hitler by holding back production, so holding back on political activity helps Hitler and hurts ourselves.

It's up to us to make sure that labor has its full voice; it's up to us to see to it that next year's Congress and Administration will do the people's job. START NOW!

BUY WAR BONDS!

Reynolds

(Continued from Page 1)

way of cutting short delays in the election and of getting down t the business of negotiating a CIO contract.

At the outdoor meeting on November 7, over 5,000 Reynolds workers heard President Donald Henderson, Executive Vice-President Conrad Espe and Secretary-Treasurer Harold J. Lane; Crawford Shelton, dry-humored Chairman of the white organizing committee; Field Rep. Theodosia Simpson, the slight, quiet Reynolds worker who is one of the strongest CIO leaders here, and Rev. Pitts, President of the Negro Ministerial Alliance, a staunch CIO friend.

John Tomlin led singing of hymns and Union songs. When he asked the crowd to give forth with "Solidarity Forever," it was plain that "the Union's inspiration" was in the Reynolds workers' blood. The meeting was chaired by Int. Rep. Bill De Berry and the speakers introduced by Frank Hargrove, Chairman of the Tobacco Workers Organizing Committee. Prayers were offered by Rev. O'Neal who is also a Reynolds worker.

PHONY COMMITTEE

Another recent wrinkle in the Reynolds drive is the formation of a "Citizen's Emergency Committee," designed to "rescue" Winston-Salem from the CIO. High-sounding purpose of the Committee is to "maintain racial harmony" which they claim has been upset by the CIO. The idea for this Committee was lauded with trumpets and shouting at a meeting of Civic Club leaders late in October, where leading bankers and the Company Union lawyer drew a terrifying picture of the CIO.

NO FOUNDATION

In a letter to the Civic Clubs, Hargrove reminded them that [illegible] without any foundation and without giving our organization the opportunity to refute them."

When finally, 10 days later the "Emergency Committee" was announced, the bankers had succeeded in rallying around them only minor figures in the community. One insurance man whose name was included quickly disclaimed any connection.

We Want a CIO Contract!

Efforts to Forge Monkey-Wrenches Will Not Stop Us!

This is how the Reynolds workers feel about the attempts of the "Employees Association's" to delay the elections. (The above cartoon is from a Reynolds-CIO leaflet recently distributed throughout Winston-Salem.)

Drive At Reynolds Is Talk Of The Town

Stories and sayings are circulating thick and fast among the Reynolds workers as the CIO campaign gets hotter. Here are a few samples:

A COMPANY "stoogy" made the mistake of asking lively CIO'er Vivian Bruce if she'd heard about the funeral—the CIO's funeral.

"There isn't enough room in all of Winston-Salem to bury the CIO," Sister Bruce retorted, "nor enough 'no-Union-Company-Union' stooges for flower girls!"

* * *

QUICK-WITTED John Tomlin (CIO member, of course) gets a big bang out of the "Employees Association's" notions on finances.

First, they collect money to run ads and radio talks "explaining" that Reynolds workers are "satisfied" and don't want any organization—but that was before the August elections.

Then, after the one-unit election is set, they get themselves incorporated as a "union" and tell the workers that all they need is a little loose change for paper and ink.

Soon, they get out a court injunction against the election, for which they have to produce $2,500—which they do, and swiftly.

Now, still boasting that "no dues will be charged," they ask for money, saying, "we need a considerable sum for printing circulars and membership cards and for rent and other costs."

At which point Brother Tomlin scratches his head and grins . . .

* * *

WHEN a Company Union stooge in Plant 12 boasted he would bet $700 against the CIO, the CIO folk quickly produced $700.

Said the stooge: "Well, I'll see about getting the money, but mind, the bet is that the CIO will not win by more than two to one!"

Visit Nets Swift Signing Of Renewal Contract

Wheeling, W. Va.—A vote of thanks from the membership of Local 352 was given to Int. Vice-Pres. Armando Valdes, upon his second visit here which resulted in the swift signing of a renewal contract with Augustus Pollack, Inc., makers of cigar stogies.

VACATIONS WITH PAY

Two weeks' vacation with pay (one week in July and one in December) marked the outstanding gain in the new contract, for which negotiations had been pending since July. The contract also calls for time-and-a-half premium pay for work on Saturdays, and double-time for Sundays.

Local 352 has a closed shop agreement at Pollack, and since they were organized in 1941, have won increases up to 20 per cent under UCAPAWA.

OPENING CLAUSE

The new contract has an opening clause which will permit negotiations for further wage increases in the event that cigar price ceilings are raised. Meanwhile, the Union and Company will cooperate in a time study of the machines, in order to work out a good incentive plan.

Pres. Marie Esta, who participated in the contract negotiations, expressed the membership's satisfaction with the new contract. And Brother Valdes came in for much gratitude for the speed with which he handled the negotiations.

GOOD SERVICE

"This new contract shows the importance of being affiliated with an international like UCAPAWA," said E. T. Huggins, Secy.-Treas. of Local 352. "We have seen that Brother Vades has been here to help us twice: once getting a good decision from the War Labor Board on our increase, and now getting our contract signed. I know every member of this Local will always stick to UCAPAWA."

Twenty new machines are being installed in the stogie plant, which will bring employment there close to 250 workers.

State CIO V.P.

Int. Vice-Pres. Armando Valdes was elected Vice-President of the New York State CIO at its recent Buffalo convention. Brother Valdes is a charter member of Local 273 (tobacco workers) and has held his present position in UCAPAWA for the past year.

Nat'l CIO Backs Drive—Henderson

Winston-Salem, N. C.—Coming directly from the CIO Convention in Philadelphia, Pres. Donald Henderson told the rally of 5,000 Reynolds workers here on November 7:

"More than 600 delegates to our National CIO Convention, representing five-and-a-half million CIO workers throughout the United States, heard of your struggle here. They are solidly behind you.

"The CIO has always been smarter than big corporations, a point which you are again proving here. We are defeating the desperate attempts of R. J. Reynolds to stop us and to divide us. You will come through this as a solid, unified CIO Union, a real workers' organization to protect yourselves and to build a better life in Winston-Salem.

"Our victory will be felt far and wide, especially throughout the South."

TOBACCO DIVISION

Negotiations Opened With Amer. Tobacco

Charleston, S. C.—Contract negotiations between the Tobacco Workers Organizing Committee and the American Tobacco Company opened on October 26 at a conference in which the workers presented demands covering wage increases, protection of seniority rights, a Union shop with a check-off system, grievance machinery and other employment conditions. The TWOC is now bargaining agent for the 1,400 employees of American Tobacco, having polled a huge majority vote in the elections held on August 5.

Int. Rep. Barney Henley, who initiated the organizational drive at the plant some 10 months ago, has returned to direct negotiations for the workers.

NEED INCREASES

"The high cost of living in Charleston and the tax burdens on the workers," said Brother Henley, "make the present wages inadequate for maintaining decent standards of food, housing, clothing and other essentials."

He also emphasized the importance of seniority protection, saying that though there is a labor shortage now, the guarantee of respect for seniority rights after the war will protect workers with many years of service from being discharged.

PAID VACATIONS

Other contract provisions asked include two weeks' vacation with pay, after a year's employment; seven paid holidays a year; sick leave with pay; equal pay for equal work done by women; compensation for employees during time lost because of machine breakdowns; and two weeks' pay with guarantee of return to jobs for those entering military service.

Adequate grievance machinery is sought to enable workers to bring unsatisfactory working conditions to the attention of the Company for effective settlement.

Charles J. McCarthy, NMU representative, attended the opening negotiation meeting.

W-S Labor Unites In Local Politics

Winston-Salem, N. C. (FP)—In a move for real unity here, the AFL established a political committee to "cooperate with the CIO and the Railway Brotherhoods to elect labor's friends and defeat its enemies."

With the local political action committees of the CIO and representatives of the railroad unions, the Central Labor Union plans to work out a labor-management panel for the War Manpower Commission and a postwar policies committee, as well as take concerted labor action in local politics.

Notes from Locals

Better Contract

Findlay, Ohio—Those who were unable to attend Local 72's meeting on October 28 missed some good laughs when Pres. Sybil Neff described the negotiations for our new contract before the War Labor Board.

On the Local 72 Negotiating Committee this year are Pres. Neff and Orpha Cramer. We give them a big hand for their effort to negotiate a better contract for all of us at Deisel-Wemmer-Gilbert.

The monthly Joint Council Meeting of D.W.G. was held at Lima, at which our Grievance Committee—Sybil Neff, Bernice Daniels, Evelyn Bibler, Goldie Downing and Beulah Knews—were present. They reported that they had a very exciting time, as they had several important grievances to take up.

Delegates to the CIO State Convention, to be held November 22 to 24 at Columbus, were elected at our membership meeting. They are Sybil Neff and Evelyn Clark; Goldie Downing was elected alternate.

By Evelyn Clark, Press Agent

Call a Collector at EXchange 0000

Raises, Vacations At Central Sugar

Decatur, Ind.—A contract, affecting 275 workers, was signed today between Local 16 and the Central Sugar Company, which granted 5c-an-hour increase (awaiting certification by the War Labor Board), six holidays with pay, vacations with pay, and improved seniority ratings, it was announced in Union headquarters here.

Union Beauties Usher At Rally

Richmond, Va.—Five pretty ushers at the Labor Rally held here on October 17 came from Local 577, Larus Bros. stemmery. They are, from left to right: Press Agent Sarah Jackson; Georgia Daise; Ethel Stevens; Rec. Sec'y. Mary Whitaker; and Louis Bouldwin.

Resolutions Of Sixth CIO Rally Labor For Unity

Convention Sidelights

CIO GOES MUSICAL

Wednesday, November 3, was a day of treats at the Convention. First, Vice - President Wallace made a stirring address, then Mrs. Roosevelt appeared to give her gracious greetings to the CIO, and in the evening the Convention ballroom was turned into a banquet hall.

The evening was topped off with a preview of "Marching with Johnny"—the CIO musical show which is about to start its tour of the nation's war centers and army camps—a rollicking hit. The show will present the CIO's win-the-war program to the public, in the form of skits, songs, dances and laughs. And it's a living example of labor unity, besides, since the entire staff of this CIO show belongs to AFL unions.

NO BLACK MARKET

At the banquet President Murray was presented with a large, luscious ham by the newly chartered United Packinghouse Workers. The donors assured everyone that the ham came from no Black Market—many hundreds of members, as a tribute to Murray, donated their ration stamps for the ham.

OUR GAL SINGS

UCAPAWA talent made its contribution to the Women's Auxiliary party on Sunday night, October 31, when Sister Lillian Kaunos, secretary to President Henderson and leader of Local 2, UOPWA, in her spare time, lent her beautiful voice to the entertainment. Lillian sang Union songs for the gathering—and the applause was terrific.

NEGRO LEADERS ON N.E.B.

There are now two Negro members of the National Executive Board of the CIO: Willard S. Townsend, President of the United Transport Service Employees, and Ferdinand C. Smith, Secretary of the National Maritime Union. Smith was elected to the N.E.B. for the first time at this Convention which hailed him as "an outstanding labor leader and leader of the Negro people."

MURRAY ON AIR TWICE

President Murray made two radio speeches during Convention week. The first address was delivered on Army Night, when a score of decorated servicemen came before the Convention to tell the delegates of their experiences in battle. Murray also broadcast from the American - Soviet Friendship Meeting, held in Philadelphia on November 4.

Convention

(Continued from Page 1)

tions of labor's support of the Administration came when Vice-President Henry A. Wallace appeared at the Convention on its third day. Wallace, main speaker at the morning session, called for a political coalition of farmers and workers, the two "greatest of all special classes of American citizens" amid cheers from the delegates. Thrice the delegates arose to cheer the Vice-President—when he was led to the platform, when he was introduced by President Murray as the "friend of the common man," and when he closed his speech with his ringing call for political action by individual Union members.

Mrs. Eleanor Roosevelt spoke to the Convention on the same afternoon, after appearing as special guest at a luncheon of the CIO Women's Auxiliary.

A 16-minute demonstration of cheering and snake-dancing around the Convention floor greeted the nomination of President Murray for a "fourth term." Murray, Secretary - Treasurer James B. Carey and the nine Vice-Presidents were unanimously re-elected.

National Wage Policy

It has become necessary to eliminate the so-called Little Steel formula which, particularly in view of the rise in the cost of living and the added burdens on the workers, is no longer in accord with reality . . . The sound and tested processes of collective bargaining must be freed to secure the elimination of inequalities and inequities in wage structure . . . Continued action must be assured to bring about the lifting of substandard wage rates to minimum levels of American decency.

A truly stabilized national war economy must be secured through the achievements of these wage policy objectives, combined with a determined insistence upon a policy of vigorous price control (through subsidies), over-all rationing, and firm taxation policy calculated to raise the funds necessary for victory out of the luxury living levels reflected in corporate profits and high income brackets and not out of the food budgets of workers. Any continued failure to assure (these things) will of course require future readjustment of wages in the effort to protect the health, welfare and morale of the home front against consequences disastrous to our march to victory.

No-Strike Pledge

The working men and women of this nation desire above anything else to exert all their effort and energy toward achieving maximum production of war materials. A strike or stoppage of work must necessarily interfere with this effort for all-out production and to that extent actually assists our enemies and endangers the lives of those men and women on the battlefronts fighting the Axis armies.

The CIO hereby affirms its solemn pledge without qualifications or conditions that for the duration of the war there must not be any strike or stoppage of work . . . We must recognize that for the duration of the war, issues in dispute between labor and management must be adjusted through the peaceful means of collective bargaining, mediation or through the disposition by the National War Labor Board.

Second Front Invasion

The issue before the United Nations is the decisive full-scale invasion of Europe to crush the Nazi forces between the telling blows of the Soviet forces and the full might of the Anglo-American forces. To this challenging moment, organized labor gives one clear answer—we pledge our continued and undivided support to our Commander-in-Chief in fighting men, in production, and in patriotism to enable the United Nations to smash forward with a coalition offensive that has been initiated to an immediate military destruction of the fascist Axis.

Against Discrimination

The CIO reiterates its firm opposition to any form of racial or religious discrimination and renews its pledge to carry on the fight for protection in law and in fact of the rights of any racial and religious or minority group to participate fully in our social and political life . . . commends the work of the Fair Employment Practices Committee established by President Roosevelt under executive order to eliminate practices of discrimination in industry, and urges such committee to carry forward vigorously to effectuate this vital policy . . . Calls upon President Roosevelt and the Department of Justice to take immediate steps to prosecute those individuals and groups within the nation, such as Gerald K. Smith and the Ku Klux Klan, which deliberately seek to forment civil strife and discord by setting one race against another, whipping up hatred against minority groups and encouraging discrimination.

Against Anti-Labor Bills

Congress, in passing the Smith-Connally bill over the courageous and farsighted veto of President Roosevelt, engaged in a vicious attack on labor's adherence to its voluntary no-strike pledge and its outstanding contribution to uninterrupted production. A similar attack upon labor and the war effort is imposed in the Hobbs bill designed to make possible the prosecution of labor unions for legitimate activities . . . The CIO calls upon Congress to repeal the Smith-Connally Act and upon the Senate to defeat the Hobbs bill.

Women Honor Murray

CIO PRESIDENT PHILIP MURRAY receives a plaque from Mrs. Faye Stephenson, President of the CIO Women's Auxiliaries, and Eleanor Fowler, Secretary-Treasurer (right) at the CIO Convention in Philadelphia. Murray urged the CIO Convention to build the Women's Auxiliaries so that the women will march side by side with the men in equal strength.

On Political Action

The CIO has hammered out a constructive program to meet the needs of labor and the nation, both in the conduct of the war and after victory has been won . . . Our program does not serve the interests of labor alone, but that of every section of our people.

The record of the 78th Congress has brought sharply home to labor the result of its political apathy in 1942. It has shown us that we cannot rely on a hasty mobilization of forces to intervene in each legislative crisis as it arises. The organization of a permanent political arm of labor is essenital if we are to register our full influence in shaping the affairs of the nation . . .

The rank and file of labor throughout the nation is alive to the fact that the vital problems which they face are possible of solution only through their organized participation in the political life of the nation. The CIO Political Action Committee through its national office, its regional directors and regional committees, has set itself the task of giving stimulus, direction, guidance and organized expression to this growing political awareness of labor . . . Apart from the insurmountable technical problems of placing a third party on the ballot for 1944, a third party at this time will only serve to divide labor and the progressive forces and assure the election of our political enemies . . .

The burden of carrying on the day to day work of education and organization for political action and putting into practice the programs and policies formulated by the Political Action Committee must necessarily fall on the local organizations of CIO. That task must command the united, wholehearted and militant support of every international union of the CIO, its affiliates, local unions and all state and city industrial union councils. If it is approached with the same energy, intelligent application and enthusiasm with which we organized millions of workers on the industrial front, we cannot fail.

Murray Opens Sixth Annual CIO Convention

Philadelphia, Pa.—The CIO's main task is to take the offensive to help win the war and secure a people's peace, President Philip Murray told the CIO Convention in his opening address. With Murray on the platform are officers of the CIO. "We are fighting for the right of the common people to achieve security and make a decent living," Murray declared.

...o Convention ...y Over Axis

Moscow Conference

This conference of the representatives of the U. S., Britain and the Soviet Union and China confirms again that we are joined in a people's war of liberation. It demonstrates the lasting unity of the United Nations and lays the basis for speedy victory over the enemies of the United Nations. We pledge all our strength in support of these decisions and will stand united with all other citizens behind our Commander-in-Chief in order that America may honor its sacred obligations.

Food Production

The production of food is as vital to victory as the output of tanks, planes and all other war weapons. The demand for food increases with every day of the war; in fact, the nearer the United Nations come to victory the greater becomes the need for food in almost limitless amounts.

Our food raising resources must not only supply our own armed forces and our people, and help to supply those of our allies, they must also aid in supplying the countries and territories liberated by the United Nations. Food supplied to the liberated areas will work directly to our benefit by enabling the people of those areas to become our strong and active allies.

At the present time our food resources are not being used to anything near full capacity. Agriculture is not on a full war footing, with manpower, machinery, fertilizer, and other resources still unconverted to essential war food production. The farmers of the United States are patriotic citizens who want to give everything they can in work and resources to winning the war . . .

Planning for 1944 war food crops is an immediate necessity. As we plan now, so shall we plant in 1944, and so shall we eat in 1945.

The farmers must be given security in increasing their food output, so that extra risks and costs are absorbed without being passed on to the consumers. This must be done through a system of subsidies to the farmers to assure increased income to them for increased production of necessary crops. The national food policy must also include crop insurance, adequate credit to safeguard the farmers against postwar foreclosure and a general program to afford the farmer security against postwar chaos such as was experienced after 1918.

Against Poll Tax

The elimination of the poll tax requirement, which in eight of our States places a price tag on the right to vote, has long been recognized as a necessary step toward the perfection of our democratic structure. In the war period it becomes more and more apparent that this is a military necessity and that our failure to take this step is playing into the hands of our enemies. We call upon the Senate . . . to discharge its obligations to the people of the nation and enact forthwith the Anti-Poll Tax bill.

Post-War Planning

We have demonstrated in this country during the war that we have the knowledge, the skills, the machines and resources to produce a "gold standard of living" for every American. This is the objective for which we are now fighting and which must be accomplished in the peace.

This convention commends President Murray for his foresight in establishing a CIO Post-War Planning Committee . . . We must recognize that it is essential to lay the basis for the plans for our post-war to meet the aspirations of the people for the post-war.

The essentials which must be assured to everyone in the peace are: a job at union wages, or a farm, business, or profession that pays; a well-built convenient home decently furnished; good food, clothing and medical care; good schooling for children with an equal chance for a healthy and happy growth; an income through social security in case of illness, old age, early death of the wage earner, or unemployment; the guarantee of the right of every worker to join a union of his own choosing and to enjoy the benefits of collective bargaining.

International Labor Unity

In this great struggle for national survival the CIO believes that our basic principles can only be protected and assured through international labor collaboration. This is an immediate and imperative need to weld the unity of labor, the governments, and the peoples of the United Nations to assure the most effective prosecution of the war against the Axis and the establishment of the Four Freedoms in the peace.

The President of the CIO is hereby authorized to immediately communicate with the heads of the AFL and Railroad Brotherhoods and of the labor movements of the United Nations, to convey the urgent desire of the CIO to associate with these labor organizations in the convening of an international trade union conference of representatives of the labor movements of all the United Nations.

American Labor Unity

The Unity of American labor is the cornerstone of any firm structure in support of our Commander-in-Chief. Labor unity today must encompass first and foremost united action in regard to such measures as total war mobilization, economic stabilization, manpower, anti-labor legislation, and other economic, legislative and political problems.

Program For Servicemen

We urge immediate preparation of demobilization plans by the appropriate federal agencies to meet whatever situation may accompany peace so that the return of servicemen and those in the merchant marine to civilian life may be speeded; we endorse the widespread policy of CIO unions to include in agreements provisions protecting the seniority and positions of workers in military service and those in the merchant marine; we support and call upon Congress to enact now the program submitted by President Roosevelt providing for the expenditure of $1,000,000,000 for a well-planned federal educational program to help veterans and those in the merchant marine get the kind of education they need; disabled veterans and seamen should be protected by regular allowances for themselves, and their dependents, training benefits and special consideration in employment.

Foreign Policy

This people's war in which we are now engaged all over the world can only be won through the complete destruction of Nazi, Japanese, and Fascist militarisms as a military force and a political system.

The unity of the United Nations and of the common people constitutes a mighty force which must prove indestructible. We must preserve this achievement during the war and for the peace.

The CIO supports the aspirations of the people of India for their national independence, needed to mobilize their energies and resources for a full part in the war against Axis aggression . . .

We call upon our State Department to afford real labor participation in its affairs.

CIO Musical Show

THEY'RE "MARCHING WITH JOHNNY"—Beatrice Kay, famous radio singing star, rehearses for her new role in the CIO-sponsored win-the-war musical revue, opening November 22 at the Mosque Theatre in Newark, with an extensive road tour planned for major cities following the New York engagement. Left to right: Jay Gorney, composer; Miss Kay, Edward Eliscu and Henry Myers, who wrote the sketches and lyrics, and Philip Loeb, who is directing the production.

FDR's Message To The CIO

PLEASE extend to the officers and members of the Congress of Industrial Organizations my greetings and good wishes upon the occasion of their convention. I and others responsible for the conduct of the war are gratified that the work performed by American wage earners in the manufacture and delivery of the munitions and implements of war is being felt on every part of the battlefront. The effort has been splendid and the skill, speed and capacity for cooperation have made an industrial output which has never been equalled before.

I AM appreciative also of the participation of American workers in every aspect of the war effort, as well as in that most important part which they take on the production lines. They have made a splendid contribution through purchases of war bonds, both out of their union treasuries and by their individual purchases. They have made an adaptation of civilian life to the needs of war with sincere purpose to endure in good spirit the inconveniences made necessary by the war.

The morale of American workers has been good. To those of your officers and members who have contributed to this good performance and this high morale, I wish to express my thanks and at the same time to urge a continuation of the drive to maintain existing production levels and even to increase those levels in some instances.

Every effort is being made by the Government to hold down the prices of those items in the budgets of working people which are essential to health and decent comfort and for this the cooperation of your members will be needed.

WE are reaching the period when new demands will be made upon labor to set aside personal preferences in favor of the necessities of the country. In times of peace the great mobility of American labor has been one of the items of which we have been proud. In the beginnings of the war effort this habit of mobility was undoubtedly of the greatest use in enabling remote plants and shipyards to recruit the necessary labor for the enormously extended program.

Today we have reached the point, however, when it is essential to stabilize the personnel and employment around any given plant, to reduce the turnover and to keep the same people at the same job so far as is humanly possible. This will often mean considerable sacrifice to individuals, but this is the kind of effort which will be asked and which I know will be delivered by the workers of America once they understand how vital it is both to the war effort and to the maintaining of reasonable balance in the cost of living.

I INVITE and expect your continued active support and cooperation in the fulfillment of the no-strike pledge of American labor, in the increasing effort in production, in stabilizing wages to balance our economy, and in financial and moral contribution to the direct war effort until every need is met, every battle fought, until victory is won and the peace established.

With best wishes for constructive deliberations in your convention, I am,

Very sincerely yours,
(signed) FRANKLIN D. ROOSEVELT.

World Labor Conference Date Is Set

New York (FP) — Calling the coming world labor conference "he supreme test in the history of the trade union movement," the British Trades Union Congress announced June 5, 1944, as the opening date for the meeting in London of representatives of organized labor of the United Nations, the British Information Service reported here.

Italy will be asked to send representatives as will any other country "that may have ceased next June to be at war with the United Nations." Regarding the aims of the conference, the TUC general council said:

"Despite obvious difficulties, it is our solmen duty to endeavor to rebuild the international trade union movement as best we can. The job must be done on the broadest possible basis. We feel very strongly that this is the supreme test in the history of the trade union movement and the clarion call to all. Unless union labor delegates of all nations can sit together to solve our problems, the future of humanity is dark indeed."

Tell It To Congress!

These are the most important bills now before Congress, They are UNFINISHED BUSINESS FOR your Political Action Committee, your Local Union and every union member.

HR 3477

Steagall bill—continues Commodity Credit Corporation BUT BANS SUBSIDIES. IT WILL WECK PRICE CONTROL AND RESULT IN INFLATION. This bill will probably be on the floor of the House when you receive your UCAPAWA News.

What You Should Do: Wire your congressman to vote againt the amendments banning subsidies, but tell him you favor continuation of the Commodity Credit Corporation.

TAX BILL

Raises only $2 billion of the $10½ billion the administration asked for. THERE IS STILL DANGER OF A SALES TAX!

What You Should Do: Write your congressman and senators to support the CIO Tax Program (see last issue of UCAPAWA News) which will raise the money we need. Tell them to oppose the sales tax.

HR 7

Anti-Poll Tax Bill—STUCK IN SENATE JUDICIARY COMMITTEE! This is a move to filibuster the bill to death.

What You Should Do: Write Chairman Van Nuys of the Judiciary Committee to get the bill out.

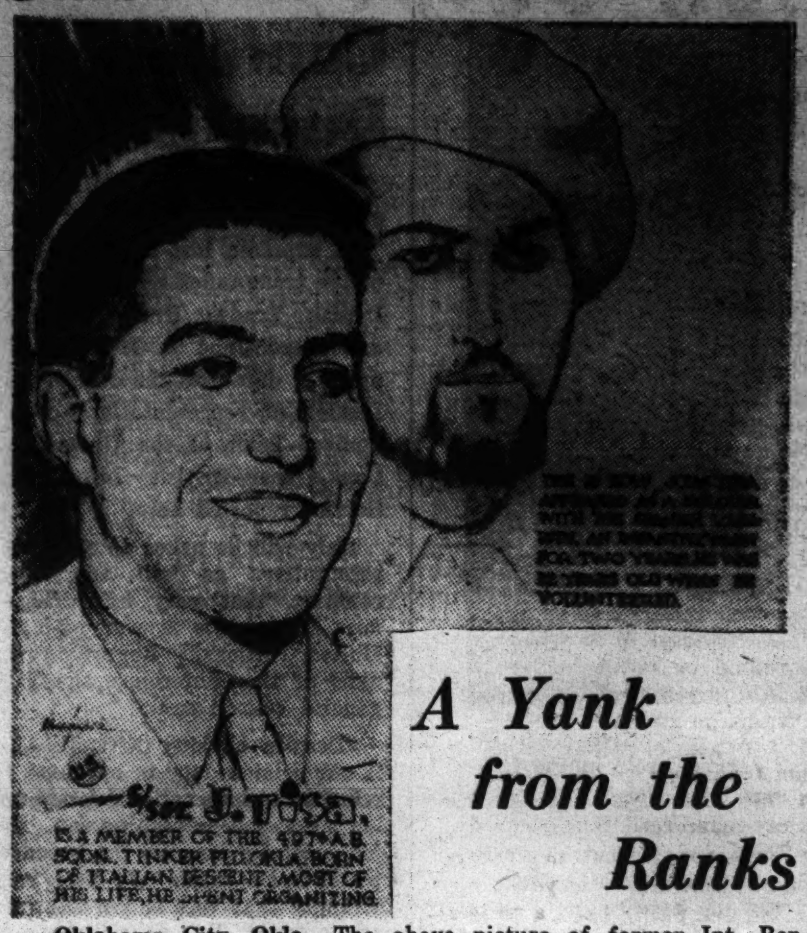
Write your Senators to vote for cloture when the bill hits the floor of the Senate.

HR 2328

Introduced by Cong. Lynch. Forbids use of mails for anti-Negro, anti-Semitic and other race inciting material.

What You Should Do: Write your congressman to support this bill.

Union Men In Uniform



A Yank from the Ranks

Oklahoma City, Okla.—The above picture of former Int. Rep. John Tisa, now Staff Sergeant with the U. S. Army Air Force, is reproduced from **Tinker Tailspin**, newspaper of the Tinker Army Air Field.

Calling him "A Yank from the Ranks," the paper printed a long biography of Brother Tisa in its October 28 issue. Describing his work at Campbell Soup in Camden, his Union organizing work and his fighting with the Loyalists in Spain, the article said: "The guiding word in the life of S/Sgt. John Tisa is 'organization.'"

LOOK HIM UP

Brother Tisa's devoted friends in Camden will be happy to know that he is still doing fine. "John married in 1941 and he and May live in Midwest City now," the article concludes. "He is an E&O clerk and he's recently started to contribute to the Tinker Tailspin sketches of the men who work out in the hangars. But he is always ready to discuss any aspect of the war with you and, if you really want to know what it's all about, don't hesitate to look him up. He'd like to see you."

The article was written by Sgt. Michael Ellis, feature writer for Tinker Tailspin.

More Brothers in the Service

FORMER Int. Rep. Jack Fox, who helped to put UCAPAWA on the map of Illinois, is now Private Jack Fox, volunteer flying cadet with the Army Air Corps. His address is:

Pvt. Jack Fox, 37705344, 901st Training Group BTC 12, VFT 104, Amarillo Army Air Field, Amarillo, Texas.

ONE of the first UCAPAWA organizers to enlist in the armed forces, Bill Haber, is now with the infantry in Australia. Address:

Pfc. William Haber, 35315403, Hq. Co. 24th Inf. Div. APO 24, c/o Postmaster, San Francisco, Calif.

AFTER a bang-up job as Chairman of the Charleston, S.C., Tobacco Workers Organizing Committee, former Int. Rep. Ed McCrea enlisted recently as a flying sailor. His address is:

Edwin McCrea, AS, USNR
NATTC, R-14-W Barracks 15
U. S. Naval Air Station, Jacksonville, Florida.

COTTON SEED OIL AND COMPRESS DIVISION

Local 19 Hikes Score In Contract Drives

By Rebecca Namiot, Press Agent

Memphis, Tenn.—The amalgamated Local 19 followed up its September contract-signing spree by signing additional agreements in the past few weeks with Memphis Pecan & Walnut Company, which grants 4c-an-hour increase, maintenance of membership and check-off; Royal Feed & Milling Company, calling for 3c-an-hour increase, with a 48c minimum; D. Canale & Company, calling for increased benefits, including one week vacation, time and half for the sixth day of work, double time for Sunday, and check-off; Malone & Hyde—while negotiations are still under way calling for 50c minimum, check-off, and increased seniority benefits and Tri-State Compress Company, calling for check-off, maintenance of membership, and 2½c increase.

To Intervene In Frozen Egg Election

Indianapolis, Ind—It looks as if the Midstate Frozen Egg Company here, where the UCAPAWA lost a National Labor Relations Board election last year by a narrow margin, will soon be unionized, reports Int. Rep. Robert Clark.

Recently asked by the NLRB whether the UCAPAWA had an interest in a forthcoming election, Clark replied "yes," and submitted to the Board's sub-regional office here a set of signed application blanks that were secured in last year's Union drive.

Little difficulty is expected in securing for the Union a position on the election ballot.

In all, there are 152 eligible for voting, and the Union is initiating plans to organize them into UCAPAWA.

The original application for an election was made by an American Federation of Labor local.

Grain Processing

Quaker Oats Local Seeks Pay Raises

By Marlin F. Knight, Press Agent

Akron, Ohio—Local 120's bargaining committee met recently with the management of Quaker Oats Company, before a local hearing officer, and is now awaiting a reply on the recommendations submitted to the War Labor Board.

The four major demands submitted for consideration are:

1. Maintenance of membership, with check-off;
2. A 10c increase for all production and maintenance employees;
3. An 8c increase for third shift workers, and 5c increase for second shift workers; and
4. Decision on the termination date of the present contract.

This year's contract has already been signed with the understanding that when these four points are agreed upon, they will become a part of the contract.

Two more members of the Local answered the call to arms. Latest to leave are Brothers Gerald Carpenter, who has worked in the plant for ten years, and Carnie Fox, employed here for seven years.

75c More Per Day At Cargill Plant

Akron, Ohio—A voluntary wage increase of 75c a day was granted to the members of Local 110 and the Cargill Company, Inc., by the stabilization division of the War Labor Board, reported Int. Rep. Jack Sparks. An additional 5c bonus for night work was likewise granted.

Local 84 Fights For Quick Election

Indianapolis, Ind. — Local 84 here will not fall into a trap set by the Acme-Evans Milling Company, makers of the Famous E-Z Bake Flour — a desperate last-minute maneuver to postpone still further an impending National Labor Relations Board election, reported Int. Rep. Robert Clark.

The Local, led by President Walter H. Hill, has signed up the overwhelming majority of the workers in the plant, and "it is our intention to see to it that the elections are conducted as soon as possible, so that they may benefit now from unionization."

COMPANY TRICK

Based on the successful experience it has already had with another union in postponing the NLRB election for more than one year, the Company undertook once more to push it off indefinitely by provoking grievances among the workers.

But "in our case," promises Clark, "it isn't going to work. First we will settle the election, and then we'll settle the grievances.

Cotton

Union Grows

283 Greenville, Miss. — The growth of the Union here is progressing satisfactorily with many more workers constantly joining, and grievances are being settled by Shop Steward Bill Burley to everyone's satisfaction . . . The Local's contract with the Greenville Cotton Oil Company is now awaiting action by the War Labor Board.

By Jerry Mayo, President

OUR WLB AND RELATED CASES

The table below summarizes the current Conciliation and War Labor Board cases of which the International Office has a record, as of Nov. 6. If your case is not on this list, the reason is that your local has not reported it to the International Office.

Conciliation

Name	Local
Acmeline Mfg. Co., Traverse City, Mich.	178
Arbyrd Compress Co., Arbyrd, Mo.	216
Consolidated Nut Co., Los Angeles, Calif.	3
Consumers Lumber & Veneer Co., Apopka, Fla.	4
DeSoto Oil Co., Memphis, Tenn.	19
Frieder Cigar Co., Phila., Pa.	186
Hayden Flour & Feed Mills, Tempe, Ariz.	306
Judd Hill Plantation, Trumann, Ark.	85
Larus & Bros. Co., Richmond, Va.	577
Malone & Hyde, Inc., Memphis, Tenn.	19
National Starch Co., Indianapolis, Ind.	92
Orlando Steam Laundry (and 3 others), Orlando, Fla.	50
Royal Feed & Milling Co., Memphis, Tenn.	19
Woodlawn Cemetery, Toledo, O	81

WLB Dispute Cases

Pending in Washington

Name	Local	Date Certified
Alaska Salmon Industry, Seattle, Wash.	7	Jan. 23, 1943
Amour & Co., Bloomer, Wis.	24	Mar. 17, 1943
California Packing Corp., DeKalb & Rochelle, Ill. (Farms workers only)	17 & 18	Feb. 19, 1943
Cudahy Prod. Co., Memphis, Tenn.	19	June 7, 1943
French Benzol & City Cleaners, Miami, Fla.	50	Dec. 5, 1942
Memphis & Jackson Cotton Oil, Jackson, Tenn.	99	Apr. 5, 1943

Pending in Regional Offices

Acmeline Mfg. Co., Traverse City, Mich.	178	Jan. 23, 1943
Buckeye Cotton Oil Co., Little Rock, Ark.	98	Jan. 27, 1943
California Packing Corp. (Cannery Workers only), DeKalb & Rochelle, Ill.	17 & 18	
Cherry Growers, Inc., Traverse City, Mich.	178	June 21, 1943
Consolidated Cigar Corp., Lancaster, Pa.	638	Sept. 1, 1943
Consolidated Cigar Corp., Camden, N. J.	80	Oct. 2, 1943
Deisel-Wemmer-Gilbert, Lima, Van Wert, Findlay and St. Mary's, Ohio; Detroit, Mich.	58, 69, 70, 71, 72, 73	Oct. 30, 1943
Dow Cheese Co., Fond Du Lac, Wisc.	341	
Dunklin County Compress Co., Kennett, Mo.	355	
Export Leaf, Richmond, Va.	577	Sept. 4, 1943
Export Leaf, Winston-Salem, N. C.	TWOC	Oct. 22, 1943
Forrest City Cotton Oil Mill, Forrest City, Ark.	109	July 10, 1943
Four Peanut Co.'s (American, Lummis, Parker, Pond), Suffolk, Va.	26	Aug. 7, 1943
Frazier Packing Corp., Elwood, Ind.	32	Aug. 18, 1943
Fuhrer Ford, Mt. Vernon, Ind.	62	June 24, 1943
Greenville Cotton Oil Co., Greenville, Miss.	283	June 24, 1943
Ilgenfritz, S. E. & Sons, Monroe, Mich.	117	July 1, 1943
Land O'Lakes Creameries, Inc., Rush City, Minn.	40	June 15, 1943
Leland Cotton Oil Co., Leland, Miss.	189	Oct. 4, 1943
Libby, McNiell & Libby, Morrison, Ill.	52	
Lutheran Cemetery, Maspeth, L.I., N.Y.	283	May 19, 1943
Marshall Canning Co., Marshalltown, Iowa	185	June 24, 1943
Northern Sardine Co., San Francisco, Calif.	7	
Old Reliable Peanut Co., Suffolk, Va.	26	Aug. 4, 1943
Orlando Steam Laundry, Orlando, Fla.	4	Aug. 1943
Piedmont Leaf, Winston-Salem, N. C.	TWOC	Oct. 22, 1943
Pillsbury Flour Mills Co., Memphis, Tenn.	19	July 1, 1943
Planters Nut & Chocolate Co., Suffolk, Va.	26	June 14, 1943
Poinsett Co., Trumann, Ark.	85	Oct. 6, 1943
Pretlow Peanut Co., Franklin, Va.	511	April 1, 1943
Quaker Oats Co., Akron, Ohio	120	Sept. 17, 1943
Quaker Oats Co., St. Joseph, Mo.	125	Nov. 5, 1943
Quaker Oats Co., Cedar Rapids, Iowa	110	
San Francisco Sardine Ass'n, San Francisco, Calif	7	Sept. 4, 1943
Southern Cotton Co., Jackson, Miss.	283	Sept. 4, 1943
Swift & Co., Harvey, La.	309	Jan. 15, 1943
Swift & Co, LaCrosse, Wisc.	448	Aug. 31, 1943
Swift's Refinery, Harvey, La.	309	
Trumann Lumber, Trumann, Ark.	85	Oct. 22, 1943
Winston Leaf, Winston-Salem, N. C.	TWOC	Oct. 22, 1943

WLB Voluntary Wage Cases

Pending in Washington

Name	Local
DiNobili Cigar Co., Long Island, N. Y.	647

Pending in Regional Offices

Abraham Bros., Memphis, Tenn.	19
Arizona Compress Co., Phoenix, Ariz.	306
Buckeye Cotton Oil Co. (Hollywood & Jackson Ave. plant), Memphis, Tenn.	19
Cargill, Inc., Cedar Rapids, Iowa	110
Central Jersey Farmers Coop., Hightstown, N. J.	95
DeCanale & Co., Memphis, Tenn.	19
Dolly Madison Dairy Co., La Crosse, Wis.	448
J. W. Eshelman & Sons Feed Co., York, Pa.	101
Export Leaf, Richmoud, Va.	350
Federal Compress, Helena, Ark.	232
Holy Cross, Evergreen, Elmwood & Oakview Cemeteries, Detroit, Mich.	58
Kennett Compress, Kennett, Mo.	355
Kraft Cheese, Summitville, Ind.	48
P. Lorillard & Co., Middletown, O.	55
Monroe Nurseries, Monroe, Mich.	117
Page Milk, Shelbyville, Ind.	29
Quaker Oats Co., St. Joseph, Mo.	125
Quaker Oats Co., Memphis, Tenn.	19
San Joaquin Compress Co., Bakersfield, Calif.	272
Max Schwarz, New York City	273
Superior Copper Prod., Chicago, Ill.	194
Swift & Co., LaCrosse, Wisc.	448
Tri-State Compress Co., Memphis, Tenn.	19
Upman & Suarez Cigar Co., New York City	273
V-C Fertilizer, Jacksonville, Fla.	4-A
Western Compress Co., Fresno, Calif.	254
Western Compress Co., Phoenix, Ariz.	306
Wilson & Toomer, Jacksonville, Fla.	4-A

Local 78 Cases

WLB Dispute Cases

Fresh Tomato Sheds (28 companies), Northern Calif.
Lettuce & Carrot Sheds (112 companies), Calif. & Ariz.

WLB Voluntary Wage Cases

D'Arrigo Bros., Castroville, Calif.

Unionization, Political Action—Keys to Victory

Philadelphia, Pa.—"Locals, large and small, must meet the issue of common political action to win the war and safeguard standards of living, if they are to survive," President Henderson told the delegates to the South Jersey-Eastern Pennsylvania Organizing Committee meeting here on October 31.

Locals 80 (Camden, N. J.), 95 (Hightstown, N. J.), 101 (York, Pa.), 186 (Philadelphia, Pa.), and 638 (Lancaster, Pa.), were represented at this "reorganization" meeting of the Organizing Committee. Plans were discussed for the working out of a program of political, educational and other trade union matters of common concern to the Locals; and an organizational campaign was put high on the agenda for the next regular meeting of the Committee.

Chairman of the meeting was Exec. Vice-Pres. Conrad Espe, and talks were made by Pres. Henderson, Secy.-Treas. Harold Lane and Int. Rep. Barney Henley.

A special item on the agenda, which might well be copied by other Area Organizing Committees, was a discussion of UCAPAWA News by the delegates. News assistant Bertie Selden spoke on the role of the News in the Local Unions, and many suggestions were made by the delegates for the improvement of the paper. Each Local promised to elect a Press Agent, if it had not already done so, and to send mailing list changes regularly to the News.

PROGRAM FOR ACTION

The following program was adopted by the Organizing Committee:

- The Committee shall consist of 3 delegates from each Local, plus the International Representatives in the area and organizers supported by the Committee.
- Meetings shall take place at least once a month.
- Monthly financial reports shall be made to the International and copies sent to Locals.
- The International will support at least one full-time organizer; the Committee will cover the organizing expenses, and, by January 1, shall support one full-ti e organizer.
- The Locals agreed to commitments for November which total $200. By December 1, all Locals should be contributing the full 10c per month per member.
- Int. Vice-Pres. Lewis Bentzley shall remain as Chairman of the Committee; other officers shall be elected by the Committee.
- The Committee shall work out a program on political, educational and other trade union matters of common concern to the Locals. An organizational campaign shall be worked out by the organizers and the International office and submitted to the next meeting.

Pass HR-7, Local Urges

Seattle, Wash.—Local 7-2 is keeping on the heels of the State of Washington's Congressmen to see to it that they vote for those measures that will help win the war, and against those bills and proposals that hold back the winning of the war.

Right now the members of the Union are working for the passage of HR 7, better known as the anti-poll tax bill, so that all Americans, Negro and white alike, can take part in the running of our country on a more democratic basis.

URGE CLOTURE

Already, the Local has written to both Senators requesting their support of the bill, and has asked them for a written commitment that they will be present to vote f "cloture," to facilitate the passage of the measure.

At the same time, the Union is conducting a mass campaign for the passage of a "win-the-war" tax program, as was proposed by the national CIO. In a letter to Chairman Robert Doughton of House Ways and Means Committee, the Union commented that "we must have a fair and just tax program."

Deadline Notice

All material for the next issue of the News must be in the Philadelpia office by Nov. 20 at 9 a.m.

Pictures as well as stories are news. Remember to send those pictures!

UNA IMPORTANTE DECLARACION-PROGRAMA

A Spanish Column

Por LUISA MORENO, Int. Vice-Pres.

CUANDO recientemente se reunió la Sexta Convención del Concilio del CIO de California, en la ciudad de Fresno, se colocó entre las cuestiones de mayor importancia el problemadelos grupos di minoría.

La Convención nombró una amplia comisión para discutir a fondo est problema y preparar una declaración-programma. Tuvimos el honor de participar en dichos trabajos y podemos decir que bien pueden servír de modelo a las uniones del CIO en toda la nación.

Dejando a un lado las medias tintas, la Comisión declaró que los recientes motines contra la gente mexicana en Los Angeles, y la gente negra en Detroit y otras ciudades fueron instigados por agentes del eje fascista. A modo de poner los puntos sobre las ies, la Comisión presentó un programa pidiendo la formación de Comités Pro-Minorías en todas las uniones locales californianas.

Dichos Comités, se indicó, tendrían como función principal el lleva: a cabo una lucha constante por el establecimiento de derechos iguales para todo trabajador sin distinción de raza, credo o color. Pidió la Comisión que los principales dirigentes de cada unión formaran parte de dicho Comité a modo de darle el realce y la importancia debida.

A continuación, la declaración programa explicó la importacia de extender esta labor a las barriadas.

Formulando un programa por el bienestar de los grupos de minorías, contra la discriminación que sufren y la falta de oportunidades, se colocó ante las agencias gubernamentales una base excelente para establecer con hechos la democracia que tan escasa ha sido para los grupos de minoría.

A medida que se lleven a cabo las decisiones de la Convención de Fresno, las uniones del CIO en California irán asestándole golpes cada vez más fuertes a los divisionistas, compadres de Hitler.

En toda la nación, el deber de los unionistas es forjar la unidad progresista del pueblo; en la fábrica, la local, la barriada! No permitamos que triunfen las tácticas hitleristas de crear odios entre judios y cristianos, entre blancos y negros, o entre un grupo nacional y otro. Las victorias en los campos de batallas serán efectivas solamente si derrotamos las maniobras del fascismo en el campo doméstico.

For Women Only:

Scrap Drive For Two

Oskaloosa, Iowa—From now on, Sister Myrtle Nicholson, financial secretary of Local 155, and her mother, Mrs. Anna Crill, may be known, literally, as the Women of Steel—Steel, in the form of guns and tanks, that will be aimed at Hitler and the Axis forces.

Operating under the slogan of "Help Keep America Free," these two women undertook between the both of them a "Scrap Drive" and within one year's time collected more than 20 tons of scrap metal (40,236 lbs. to be exact).

A BIT EACH DAY

The two women, explaining how they achieved this heroic feat, remarked, "we worked a little every day for one year, gathering scrap metals, just doing our bit for the boys 'over there.'"

They are not satisfied, however, with their deed. "Gathering scrap and saving waste kitchen fats isn't all we Americans can do to help this war effort," they insist. "Let's get behind our boys by buying more War Bonds and Stamps today."

FREEDOM SOLDIERS

But, a break-down in figures of what Mrs. Nicholson and Mrs. Crill did, brushes aside their modesty and reveals them for what they are, Women of Steel, Soldiers in the Fight for Freedom:

1.	Cast Iron	7,272 lbs.
2.	Brass	4,933 lbs.
3.	Iron	27,710 lbs.
4.	Copper	19 lbs.
5.	Rags	274 lbs.
6.	Aluminum	12 lbs.
7.	Zinc	16 lbs.

Field Workers

Sharecroppers End Season Up North

Sister Mary Davis writes about the members of sharecropper Local 349, Harviell, Mo., who went to work in Massachusetts last Spring, to "turn to" in Food for Victory gardens there. FSA moved most of the workers before Congress put it out of business.

West Bridgewater, Mass.—We all are well. Some of our Sisters and Brothers have gone back home. Bro. McClinton and wife, also Sister Minnie Johnson, left Sept. 27.

Mr. Holmes, the farmer for whom I work, does not know the total number of bushels of vegetables we have raised. He won't know until January 1. But he has sent off two or three trucks a day.

We have been working every day until it began to frost. It is beginning to get cold here, but Mr. Holmes is still fixing up our house.

We will not go home until Nov. 15 or 18. We have enjoyed our trip up here. Also our work. I do hope you all put over the Reynolds organization in Winston-Salem.

Horticulture

Pay Increases At Evergreen

Detroit, Mich.—Increased wage rates, ranging from 75c-an-hour for seasonal employees to 95c-an-hour for regular workers, were granted in the contract recently signed between Local 58 here and the Evergreen Cemetery Association. The wage raises await approval by the Regional War Labor Board.

Other benefits derived include: closed shop, seniority provisions, and improved working arrangements.

Cedar Grove—Ditto

Brooklyn, New York—Improved wage, seniority, and vacations benefits were included in the contract signed recently between Local 293 and the Cedar Grove Cemetery Association, reported Local president Joseph Manning.

There Is No Substitute For Food Subsidies Now

By Betty Goldstein, Federated Press

The house banking committee has voted to kill all government food subsidies by Jan. 1. If congress agrees, the administration's program to roll back prices and fight off inflation will be wrecked.

Subsidies give fair prices to the farmer but keep prices down for the consumer. Only the monopolistic food trust and farm bloc want to kill subsidies — higher prices mean super-profits to them. Here's what killing subsidies will mean to you, according to the War Food Administration:

1. An increase of 5c a pound in the ceiling on butter.
2. An increase of 4c a pound of American cheese.
3. Increases of as much as $1.20 a hundredweight of dry beans.
4. 25% to 50% increases in canned vegetables.
5. An increase in the cost of bread of $350,000,000 a year.
6. $50 to $100 more a season for fuel oil for the average home.

This would be the beginning—but once inflation starts rolling the sky's the limit. Eventually your dollar will be worth 50c or even 10c in terms of purchasing power, if the subsidy ban goes through. So—

Put pressure on your congressman right now to vote against the Commodity Credit Corp. bill, HR 3477, as it now stands, prohibiting subsidies.

Government Helps Milady's Figure

OK, girls—there's going to be elastic again in girdles, brassieres, garters, and underwear. The WPB is going to release synthetic rubber to be used in the production of elastic threads and fabrics. They won't be on the market for several months, but the official release has already gone out. Synthetic elastic will wear as well as the real kind, according to laboratory tests. Oh, boy, for a 2-way stretch!

Santa Claus Has A Few Xmas Hints

Christmas supplies of toys are expected to be only about half the normal amount. Shortages of material and manpower have reduced production while buying is greater than before the war. Trade sources say Christmas toys may be exhausted by the middle of December.

Need Women To Win War

Washington (FP)—The most important job ahead, if we are to add a needed four million persons to the armed forces and munitions industry, by July, 1944, is to persuade women who can go to work, Economic Outlook, CIO publication, says in its October issue.

"It is estimated that 2.2 million women between the ages of 20 and 34, and about 5.8 million between the ages of 35 and 54, are now engaged in housework without responsibility for the care of children," it says. "They are our largest untapped source of labor supply." About 700,000 of the new labor force will have to be made up of women and older men, it estimated.

Women Vote in '44 Important—CIO

Philadelphia (FP)—Mobilization of the women's vote for a "real people's congress" in 1944 was put up to the Congress of Women's Auxiliaries Nov. 1 as their main job in the coming 12 months.

In her report to the 3rd CWA convention, held simultaneously with the 6th convention of the CIO here, Pres. Faye Stephenson said that this problem overshadowed all others.

"With so many men in the armed services," she said, "women's votes may be the deciding factor in many communities. Congressmen are becoming increasingly sensitive to what women in their districts think.

"To make these women an effective part of the CIO movement, they must be organized—and the auxiliaries are the mechanism for it."

"I THINK WE'VE GOT THIS ABSENTEE PROBLEM COMPLETELY LICKED, NOW!"

"E" Is For Excellence

Chicago, Ill—The 30 members of Local 13 now in the armed forces are mighty proud of their brothers and sisters of the College Inn Food Products company who received the Army-Navy "E" Award on Oct. 6. Shown here at the inspiring ceremony, from left to right, are: Lt. Hensley of the U. S. Navy who presented the "E" pins; and representing the Union, Theresa Sanfromanti; Virgil Robinson, President of Local 13; Anna Gubala; Walter Schmidt; Frances Paukstus, and Emil Zelma.

FRUIT AND VEGETABLE DIVISION

Hitler's Pal, Jim Crow, Kayoed At Campbell's

Chicago, Ill.—Not all of Adolf Hitler's defeats are sustained on the fields of battle. And among the latest of the triumphs over Hitlerism on the home front was the successful campaign of Local 194 to bring to a close the policy of discrimination against Negroes in the Chicago plant of the Campbell Soup Company.

Now—only several weeks after the Company yielded to Union pressure by dropping its discriminatory practices—there are more than 400 Negro women employed in the various departments of the plant, and already one of the new workers, Cleopatra Slaughter, has been made Steward of the carrot department.

This, declared John Gallagher, Local President, is "a great victory for democracy, and a giant step forward to complete equality of white and Negro workers in the plant."

UNION FORCES ISSUE

For many weeks Local 194 had lodged vigorous protests against the refusal of the Company to employ Negro women. The Company finally yielded when the Union threatened to bring the case before the President's Fair Employment Practices Committee.

A request by Campbell's Soup to introduce segregation in the plant was flatly rejected by the Union.

Within one week, 150 Negro women were hired and Company officers admitted that they were excellent workers, and that Negro and white employees were getting along "very well" together.

As a result of the efficiency of these new Negro women workers —400 in all, now—the Company no longer has found it necessary to engage sailors in production work.

The employment of Negro men was begun by the Company more than a year ago when it was faced with a labor shortage.

"FIGHT NOT OVER"

However, "the fight is not yet over," warned Int. Rep. Jack Mink. "Although a great step has been made to eliminate Negro discrimination in the Campbell Soup plant, we must now see to it that our Negro members are not discriminated against within the plant by not affording them opportunities for promotion."

Many of these workers, only a short time in the plant, are joining the Union. In one department, for instance, all the Negro women took out Union cards.

Local 194 Works Hard For Victory

Chicago, Ill.—How labor and management can work together effectively to beat the Axis was dramatized late last month when the combined efforts of Local 194 members and Campbell Soup Company officials "put over" the Community and War Fund campaign in the Company's Chicago plant.

On a day designated by the plant's Labor-Management Committee, Veronica Kryzan, the Local's Financial Secretary, broadcast over the Company's loudspeaking system to all the workers the news of the drive, explaining to them the role of the Red Cross, the USO and the various war relief agencies.

UNION, CO. FOLLOW-UP

This was followed up the next day by representatives of the Union and the Company, working in pairs, who sat at every table in the cafeteria, explaining the purpose of the drive and collecting the donations.

Union members participating on the drive committee were President John Gallagher, Vice-President James Horn, Miss Kryzan, and Shop Stewards Tom Smith, George Howard, John Jurgensohn, Vicki Kubina, George Pearson, Clifford Paige, Charles Richardson, George DeClue, Stanley Surna, Tulie Griffin, Catherine Torrence, Peter Swartz and Preston Estes.

VICTORY TAX PROGRAM

Meanwhile, a Union petition for the passage of a "Win-the-War 1944 Tax Program" has been circulated, and is being given widespread support by Local members and their friends. Addressed to local Congressmen, the petition follows the general CIO policy against sales tax, for increased tax rates on incomes above $3,000 and corporation profits, for limiting of incomes to $25,000 a year, and for the repeal of the "misnamed" Victory Tax.

Such a program, argues the petition, will "bring in badly needed additional revenue from sources fully able to pay; and not weaken the home front by reductions in the food and clothing budgets of war workers."

SETS UP CLASS

The Union also went on record, following an address by Brother Amandola, former Local 194 President, for the establishment of an extension class at the Abraham Lincoln School, whose members would be designated by the executive board.

Terms Almost Ironed Out With National Starch

By Lucille Keenaugh, Press Agent

Indianapolis, Ind.—Except for several demands, which have been submitted to the War Labor Board for certification, negotiations for the signing of a second contract between Local 92 and the National Starch Products Company have almost been completed.

Terms of the new agreement were hailed by the Local's officials as "wonderful." Still up for consideration are the Union's demands for the abolition of the rotating of shifts, wages and the check-off.

Members of the committee were Local President Owen Young, Vice-President Ernest Karweik, Financial Secretary Lucille Keenaugh, Chief Shop Steward Grover Robertson, and Ed Singleton, Leslie Benson, Walter Rasdell, Jesse Ross, John Weasner and John Mays.

Owen Young was re-elected President of the Local at a recent election. Other officers are Brothers Robertson, Vice-President; Weasner, Treasurer; Ross, Recording Secretary; Sister Keenaugh, Financial Secretary, and Brothers Fred Pasch and Mack Ross, Guards.

Gerber

(Continued from P. 1)

Board pointed out in ruling that "seniority rights should be extended to employees who have a fairly permanent status with the Company." It further commented that it is "reasonable" that seniority rights be accorded to all permanent employees, and should not be confined, as the Company contended, to those workers who are in the unit for which the Union is the exclusive bargaining agent.

CHECK-OFF

In granting maintenance of membership, the Board remarked that "to say that the Union which represents these employees shall be denied maintenance of membership because there are other employees in the plant for whom it is not the bargaining representative seems most illogical." Along with this, the WLB included provisions for a voluntary check-off.

The Union first won bargaining rights in the plant in October 1939. However, since the expiration of the third contract in November 1942, negotiations had been stalemated by the Company and no agreement had been reached, despite the assistance, for several months, of the US Conciliation Service.

The case was then certified to the Regional WLB, and presented before a tri-partite panel last July, when the Union described a whole series of grievances and anti-Union activities conducted by the Company.

Gerber's announced that it will appeal the directive to the National War Labor Board in Washington.

Board Meeting

Philadelphia, Pa.—UCAPAWA's Executive Board is holding its semi-annual meeting here November 15, 16 and 17. See the next issue of the News for reports on UCAPAWA's progress in the past half year and Board resolutions.

Nazi Prisoners in DeKalb—Not Needed

DeKalb, Ill.—Another instance of the hiring of German war prisoners on the grounds that there is an alleged labor "shortage" was reported last week by Curtis Dowden, Local 18 Financial-Secretary. The employer, in this case, is the California Packing Corp.

Using the argument that there is no available manpower — although DeKalb has never been declared a labor shortage district—the Company hired 22 Nazis-in-uniform on October 21st for night-work in the warehouse department as hand-labellers of one gallon cans.

NO NEED FOR PRISONERS

Meanwhile, the workers at the factory, which has an established 45-hour week with time-and-a-half for over 40 hours, claim that they could handle this task if they were assigned.

They have strongly protested against this situation, but thus far have received no reply from the Company.

Notes from Locals

Over The Top

281 Detroit, Mich.—Our President, Martha Drapinski, went over the top again in the Third War Bond Drive and sold 84 Bonds.

War Bonds were bought by Helen Samazyk ($100); Wanda Andzyiwski ($75); and Nellie Billinski ($75).

We lost a staunch Union member in the death of Sister Emily Kalinowski, and the employees at Webster-Eisenlohr stood silent for one minute in respect to her.

Former shipping clerk, Pvt. Edmund Buzak, was home on furlough and was given a grand welcome and a purse of $30 by the Local.

The employees of the packing department are looking forward to moving into their new air-conditioned packing room which will soon be completed.

Our members were all smiles when they received their back pay just lately, and Local 281 is still going strong under the leadership of Sister Drapinski, in spite of the fact that so many members left for defense jobs.

By Olga Goetch, Press Agent

Get Raise, Back Pay

88 Newark, N. J.—Union members here have already received their three-cent raise, and all back pay that was due to them since February 14th, reports Local President Julius Colucci.

All-Woman Board

68 Saginaw, Mich.—All women were elected recently to "man" the five leading posts of the Union here. They are Viola Garinger, President; Lillian Cyborowski, Vice-President; Elizabeth Meir, Press Agent; Sarah Walverton, Financial Secretary, and Ella Welzein, Recording Secretary.

New President

32 Elwood, Ind.—Mrs. Mildred Roller was unanimously elected President of the Local here on October 26th, succeeding Ruby Wilson. The former President left the Frazier Packing Corp for employment at the Delco-Remy Co. in Anderson, Indiana, at a much higher wage. Explaining that this move was made necessary by her husband's enlistment in the Seebees, Sister Wilson, nonetheless, stated that she will be available to assist Pres. Roller in any way possible.

Keep It Up!

7-2 Seattle, Wash.—Press Agent Florence Palmer reports the induction of eight new members into the Local. They are: Sisters Katie Kenepp, Mary Moellendorf, Anna Howard, Bessie Church, Linda Dillon, Lily Fisher, Ada Foley, and Brother Ira Adams, all of whom are employed at the National Fruit Canning Co.

Officers Elected

178 Traverse City, Mich—Newly elected officers of the Elberta division are John Ness, President; Robert Kjergaard, Vice-President; Sybil Brainard, Recording Secretary; Flora McConnell, Financial Secretary, and Archie Kibby, Sergeant-at-Arms . . . Members of the executive shop (bargaining) committee are: John Ness, Wesley Reed and Royce McConnell. Two more will be added to this list when the crew increases in number . . . Negotiations for a new contract, reports Int. Rep. C. K. Armstrong, will begin as soon as the management is contacted, and a date agreed upon.